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MEMORANDUM FOR: Deputy Director for Support
SUBJECT : Career Trainees for FY 1970

1. The attached memorandum from DDP/OP outlines a problem we face with respect to the numbers of CS internal CT candidates and contract applicants who can be accepted in the March 1969 and July 1969 classes.

2. It also suggests two possible solutions:

a. The employment of the device of admitting more internals but keeping them in CS Development Complement slots rather than CTP/SJ slots while they are in training. They would enjoy all other rights and privileges of CTs. This idea has the approval of Chief, CT Program, I understand.

b. A more flexible approach to the present 75 - 25% ratio of externals to internals. This is in line with my memorandum to you of 2 August 1968, "Clandestine Services Career Trainees".

3. We believe we will have 20 - 25 qualified internal and contract candidates for the March 1969 and July 1969 classes, and would like to work out some arrangement to accommodate them.

4. Your reaction to the above proposals would be appreciated.

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Thomas H. Karamessines
Deputy Director for Plans

Attachment

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1969

MEMORANDUM FOR: Deputy Director for Plans

SUBJECT : Career Trainees for FY 1970

1. As you know the CS has agreed to accept 40 CTs who will complete training in FY 1970 and another 40 in FY 1971.

2. CTs who will graduate in FY 1970 will be those entered in classes which begin in November 1969 and in March and July 1969.

3. The Chief, CT Program has been instructed by Colonel White to maintain a ratio of roughly 75% "externals" to 25% "internals". (For this purpose, CS contract employees accepted for the CT Program are considered internals.)

4. There are seven internals in the November 1969 class of 20 CTs (3 contract employees and 4 staff employees). If the 75 - 25% ratio is maintained this would mean a total of only 10 internals who will graduate in FY 1970. This would mean that we have only three spaces left for the March and July 1969 classes.

5. The CS CT Selection Board has already recommended seven people for the March and July 1969 classes. (Two contract employees and five staff employees.) There will be additional internal candidates between now and July 1969 who will meet CT standards.

6. We, therefore, have a problem.

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7. There would appear to be these alternatives:

a. Limit the CS to only three more internals in the March and July classes. This would produce morale problems among the able contract candidates who have served well overseas in the [] and other programs, and among Professional trainees who are qualified and who have been told that they may be considered for the CT Program if they perform well in MID. We believe these people are as qualified as external candidates, and we believe having an opportunity to observe them at work over a two year period is a distinct plus in making selection decisions.

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b. Employ the device of admitting more internals but keeping them in CS development complement slots rather than CTP slots while they are in CT training. They would have all the other rights and privileges of CTs. Chief, USPB believes that this is feasible in handling up to 15 internal CTs a year. This also has the approval of the Camel, CT Program. If any of these internals were assigned to another directorate after completion of training, they would, of course, be removed from the CS Development Complement rolls.

c. Modify the 75 - 25% ratio in favor of more internals - in fact as many as are qualified.

In DDP's exchange with the DDS, on this subject, copies attached, we thought this point was made and accepted.

We believe it is unwise to establish any fixed ratio. The CT classes should be made up of the most qualified people irrespective of whether they are internals or externals. There is no body of information of which we are aware which establishes that externals perform better than internals. To the contrary, in the most recent classes the CTs who performed best in training were internals (including former contract personnel).

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6. We believe a combination of using the CS Development Complement, as indicated in paragraph 7 b. above, and in modifying the 75 - 25% ratio would permit us all the flexibility we need to handle the 20 - 25 intervals we estimate for the March and July classes.

7. We recommend your approval of this course of action, and the transmittal of the attached memorandum to ODS.

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DDP/OP

Attachment

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[redacted]/dlc/27 November 1968

O&1 - Addressee
1 - C/CSPS
1 - chr
1 - OPSER/P